Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — March/April 2001 # 191

Will Teamsters Keep the Right to Vote?

Hundreds of thousands of Teamsters have recently voted to elect delegates to the IBT Convention, our union's highest body. Some are still voting. These are impartially supervised mail-ballot elections.

Some locals had "white ballots," where nobody ran against the local officers and so no election was held. But even in those locals, the right to an election exists, and the officers know there could be an election next time.

But if the top officials of the union get their way, this could be the last time rank and file Teamsters elect delegates.

The time to say NO to stealing our Right to Vote is now.

According to the Constitution of the Teamsters Union, the rank and file have no right to vote for delegates to our International Convention. The officials are automatically the delegates, and members have no say over what they do. This language is contained (in bold print) in Article III, Section 5 (a) of the constitution, on pages 17-19.

This dangerous language, which would make virtually every delegate a full-time union official and shut out the rank and file, was put in place in 1991 by old guard officials to undermine the Right to Vote in the consent order. International officials such as Tom Keegel, Chuck Mack, Jon Rabine, Tyson Johnson, Les Singer and John Murphy all supported this language to take away our right to elect delegates.

Some of these officials will claim they are for the Right to Vote, but they refuse to support our right to *elect* the delegates to our highest union body. The conventions would return to the stage shows that they were in the 1980s. And without the right to elect delegates, it would be difficult if not impossible for a challenger to get nominated and mount a campaign for International office.

We have enjoyed the Right to Vote in 1991, 1996 and again this year because of the consent order signed by our union, a court order that protects our Right to Vote and overrides the bold print language in the constitution.

But James Hoffa and the International Union's attorneys are spending millions of dollars of our dues money on politicians right now to get this order (and our right to elect delegates) revoked.

Our Right to Vote for delegates should be enshrined in our union constitution. We should not have to rely on a court order to protect our rights as Teamster members.

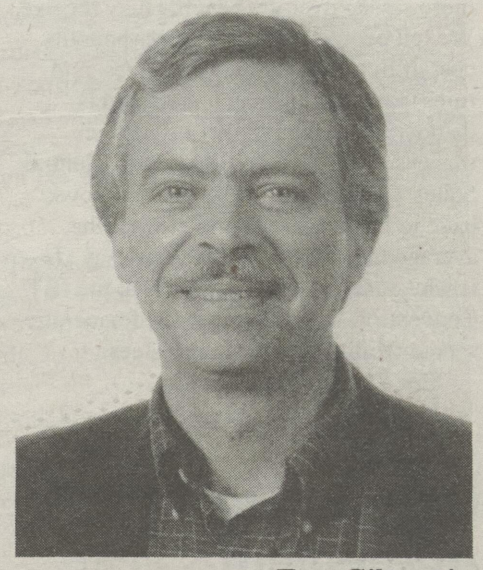
Reform Teamsters have fought long and hard to win this right. Some have made great sacrifices in this heroic battle, as Teamsters have always sacrificed to build a strong and democratic union in the face of repression by employers and sometimes old guard officials.

On June 25 the IBT Convention will open. There will be reform delegates there who propose to remove that language that steals our Right to Vote for delegates. Other motions will be made to eliminate language that allows for officials to appoint non-elected delegates. Will a majority of delegates vote for these proposals?

Rank and file Teamsters — of all viewpoints, crafts and locals — can unite now to demand that Teamsters retain our Right to Vote. History teaches us that if we don't work together to retain our rights, we lose them. This is one of those times in history.

"I was a delegate to the 1986 IBT Convention, when there was no Right to Vote. Then I was a delegate again in 1991, when the delegates were elected. What a difference! In 1986 the old guard ran the whole show. But in 1991 the members had the Right to Vote for delegates because of the court order that the union signed. It was a whole new ballgame at that convention, with real issues coming forward. We won new rights there, such as the right of members to vote on supplements and riders to contracts.

"The Right to Vote for delegates is a basic right that all Teamsters can unite behind. Don't let them take it away."



Tom Gilmartin
Local 559 Secretary-Treasurer
Candidate for Eastern Region
Vice President on the Rank & File
Power slate

TDU IS THERE FOR YOU

Since TDU was formed in 1976, we have been there for important Teamster struggles. At the 1981 and 1986 IBT Conventions, TDU members stood up for the Right to Vote and other important Teamster reforms such as majority rule on contracts, an Ethical Practices Committee and against excessive perks for officers. When we finally won the Right to Vote TDU educated members about this new right and how to use it.

TDU will be at the convention this summer along with other reform Teamsters to defend our rights. But we need your support. If you're not a member, join today!

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

other _____

___ $35 one-year membership & subscription to *Convoy Dispatch.*

___ $85 three-year membership fee. ($10 shall be rebated to the local chapter)

___ $20 for spouses, and Teamsters who gross less than $17,000 a year.

___ $20 for retirees. Retired from Local _____ .

Check or money order

Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations *only* from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Letters From Our Members

Retirement Issues Must Be Priority at IBT Convention

As a candidate for delegate to this year's IBT Convention I have talked to hundreds of members in Milwaukee Local 200. The one issue that has received uniform support is pension reform. Nearly all members agree that they should have more say-so over the benefits they receive. We tell people the key to better benefits, cost of living increases for retirees, and rules that everyone can understand is democratic accountability of pension trustees. Under the current system Central States Trustees are in for life, and never have to listen to word one of what the average member or retiree has to say. That is why our number one priority at the IBT Convention should be to force democratic accountability for pension trustees.

Tim Buban
Local 200,
Milwaukee

Carhaul Border Agreement

After reading the Dec. 2000/Jan. 2001 article about "Who's Protecting the Carhaul Border Agreements?" I felt compelled to write.

My concern centers on the line "Leaseway in Ontario is threatening members' jobs ..." I feel this line was taken out of context and represents only a half-truth.

I personally have had several conversations with Leaseway managers, both in Canada and the U.S., about the border agreement and the concerns they have with the current contracts. From my perspective as a Canadian carhauler who has spoken with managers on this subject, it would be easy to say in one sentence that, "Leaseway has threatened jobs ...," but that would only be partially true.

I have discovered that Leaseway and I have similar concerns about this issue. Those concerns being:

Union Representation: is it a level playing field on both sides of the border and for all employers as well as members?;

Non-Union Carriers: rate cutting and employment standards;

Customer Pressure: to direct deliver from plant to dealer

If our union does not uphold the existing border agreement, it leaves both employers as well as members on both sides of the border uncertain of their future.

Bill Sawyer
Local 938, Leaseway Motor Car
Toronto, Ont.

IBT Does Nothing While Union Drivers Lose Jobs

Landstar Ranger drivers were once the special commodity division of Ryder Truck Lines and PIE, once two of the finest freight companies. Now we are all that is left. Union companies like Jones Motor, Mason-Dixon, Conex and US Truck have all gone by the wayside. Everyone was allowed to start a nonunion alter ego company, and the IBT came around saying that these people would help the company pay our health and welfare. The members and stewards said it would never work, and now our union jobs are gone.

When Hoffa Jr. was sent letters addressing this issue and what could be done, they were passed down to the same people who created the problem. More bad contracts and a do-nothing response. Now it's happening everywhere. The carhaul contract is going south; the car makers have nonunion companies picking up cars at the railheads while officials blow smoke about it.

Now the IBT officials have the nerve to let the Central States Fund throw the Landstar Ranger brothers out of the pension fund, taking earned pensions from long-time Teamsters. We will not go quietly or be thrown out like a bunch of bums. We've worked too hard for too many years to give up now. We pay the salaries of the IBT officials.

Remember, Junior Hoffa, those sweet-talking bootlickers you have calling the shots in freight are the same ones Ron Carey had, and you see what it got him.

Chuck Slenczka
Local 142, retired steward
Gary, Ind.

Time for a Pension Change

It's time for a pension change. Many of us in the Teamsters have lost vested time due to trucking companies going out of business and having breaks in service during the 1970s. For one reason or another we have lost vested time towards our pension. Steady union work was hard to come by in the 1970s and early 1980s, and there was a lot of part-time and casual work that did not count towards a pension.

We would like to have the pension rules changed for the benefit of the older employees. We don't feel we should have to work into our late 50s or 60s in order to get our 25 years vested. There is too large of a gap between the 20-year pension at $900 a month and the 25-year pension at $2,000 a month at age 55. We would like this changed to 20 years at $2,000 a month from age 55 and up. For example, a driver with 23 years vested time at age 57 would be able to retire with $2,300 a month, with insurance. If a person can afford to take less and retire earlier, he should be given that opportunity. A lot of us have been at this for 30-plus years and would have to work into our 60s before we get our 25 years vested time in.

Tom Holm
Local 200
Milwaukee

TDU International Steering Committee

Co-Chairs:
Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Ashley McNeely, Minneapolis Local 2000
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 355
Joyce Mims, Atlanta Local 728 spouse

Members:
Homer Lambert, Chicago Local 743
Maria Martinez, Pasco, Wash., Local 556
Raul Rodriguez, Jr., Los Angeles Local 630
Michael Ruscigno, New York Local 802
Lorene Scheer, Seattle Local 174
Willie Smith, Columbus Local 413
Chris Sullivan, New York City Local 237

Alternates:
Alex Adams, Cleveland Local 407
Tom Sheibley, Brockton, Mass., Local 653

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.
TDU can be contacted by e-mail at: tdudetroit@tdu.org
or on the World Wide Web at: http://www.igc.org/tdu/

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217 Phone: (718) 624-7746. Fax: (718) 875-9336.
E-mail: tdueast@igc.org

2001 TDU Convention

Sept. 21-23
Pittsburgh Hilton

Make plans now to attend!

Copyright © 2001 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, TDU *Convoy Dispatch*, must be cited.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 2000 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

UPS Thrift Plan Promise Broken

UPS Teamsters who participate in the Thrift Plan were shocked to learn that they lost nine percent of their savings last year, despite record profits in 2000. In March 2001 many Teamsters received notice that for the first time since its inception the Thrift Plan lost money while UPS made a profit.

The Thrift Plan was launched over 20 years ago as a way to spread UPS's wealth to employees. In a promotional letter distributed to members UPS management wrote, "As long as UPS makes money, you will make money."

Now this promise has been broken. How can this be?

Participants in this plan understood it to be a form of a savings plan. If the company made a profit and continued to grow, so too would their money that they had loaned to the company. As with many investments, the devil here is in the details.

Clyde Williams of Lawton, Okla., a member of Local 886, put it this way, "I expected this money to be secure, not money I was putting on the roulette table. At worst I thought I would break even if UPS had a bad year. This year UPS made over $2 billion and I lose nine percent? Why?"

Thrift Plan participants have not been allowed to make contributions to the fund since it was terminated in 1995. Those who left money in the plan, choosing not to purchase UPS stock, were told the plan would continue as it had in the past.

But then a change came in November of 1999, when UPS executives decided to take advantage of the super heated stock market and put UPS stock on the market. Since then the market has been on a roller coaster, and despite record profits the stock price has dropped. As of March 13, 2001 the stock price was $57.50. Over the last year the stock has been as high as $66.93 and as low as $49.50.

"If UPS wants to borrow our money, then they should not gamble it on the stock market," said UPS feeder driver Jim Hession of Indianapolis Local 135. "What happened to the $2.8 billion they made last year? Shouldn't we get some of that? A courtesy explanation from the company is in order." .

UPS and Downs

Bakersfield, Calif., Drivers Fight Oversupervision.

With all the new technology that management has to track drivers, it is good that our contract has some protections. Article 37 prohibits over-supervision and coercion, among other things. However drivers in Bakersfield, California Local 87 are dealing with an escalating problem. The center has hired a third supervisor for only fifty drivers. Now the supervisors are on the road, riding with drivers, four days a week Drivers suspect new technology is allowing supervisors to predict which routes will have a high stop count per hour, because of distribution of the packages, and ride with that driver.

Seattle Union Officials Allow Illegal Layoff.

The new administration in Seattle Local 174 has failed to protect 5 drivers at the Issaquah Center who have been laid off due to a change of operations. Article 1 Section 8 of the Joint Council 28 rider allows these drivers after five days of layoff to bump junior drivers in another operating center in their building. A phone call to the union hall was answered with "We don't know anything about that."

Full-Time Jobs Giveaway in Louisville.

A letter of understanding signed by Louisville Local 89 officials gives management numerous concessions in the implementation of new Article 22.3 combo jobs. Parts of the deal contradict language contained in the contract, including: bidding the jobs first to part-timers, requiring people to remain in the job for a year, allowing start time to be altered day to day up to two hours, and a whole list of others. These concessions where granted without a membership vote. We hear also of extra-contract deals in some other locals, some of which do not even appear to be in writing. Where is the International Union Parcel Division, why not step in and enforce our contract – or do members have to go to court to stop illegal deals?

Teamster Officials Convene In Florida.

The IBT Small Package Division held a meeting for officials of UPS locals in Florida in mid-March regarding the 2002 contract negotiations. With Dick Heck (formerly Hoffa's Director for the division) gone, the talk was more union-minded about the next contract. We have a major task ahead of us to win a good contract. The blueprint should be our successful effort in the 1997 battle.

UPS Buys Mailboxes Etc.

UPS has purchased Mailboxes, Etc. after its parent company, US Office Products, filed for Chapter 11 bankruptcy. This was an all cash deal for $200 million and is expected to close in 60 days.

Rushed Vote on Midterm Agreement

Teamsters Sign Deal with Airborne

By a margin of 70 percent Airborne Teamsters ratified a midterm addendum to the National Master Freight Agreement. The agreement sets the stage for Airborne Express to expand into ground delivery and wipes out grievances from several locals that challenged Airborne's subcontracting of final residential delivery to the U.S. Postal Service.

The principal feature of the deal, which covers about 3,000 Teamsters at 21 locals, is lower pay for new hires. New ground-service drivers will start at $13.41 per hour, or 70 percent of the NMFA scale, and take three years to reach $19.20 per hour. Other NMFA newly hired drivers start at 75 percent and reach top scale in only two years.

"We're pretty mad about how the vote went down," said Mark Woods, a driver from Pittsburgh Local 249. "We got inadequate notification about the terms of the agreement We got one vote for two separate and distinct issues. There was no rank and file participation in the negotiations and it seems like we were voting on different agreements depending upon what local you are in."

What Woods is referring to is that there were two separate agreements — one on the ground service and another to liquidate the grievances on the Airborne@home service — yet members only got one vote.

Locals were mailed the agreements on Wednesday, told to conduct the vote over the weekend and report the results on Monday. In almost all cases Airborne Teamsters never saw the agreement until the weekend meeting when they were required to vote without adequate time to study its terms and discuss its ramifications.

The ground service agreement calls for two separate seniority lists — one for air and one for ground service — leading many Airborne Teamsters to worry about divisions in the ranks as both groups bid for the available work. In Detroit Local 299 they had a written assurance from the company that they would be allowed to negotiate one common seniority list and in Boston Local 25 and Cleveland Local 407 they were given similar verbal assurances; yet in many other locals, like Pittsburgh Local 249, they were not given this option.

Correction

In our February issue we erroneously reported that Deutche Post purchased Airborne Express. We regret the error.

Yellow Subcontracting Freight Under Guise of 'Customer Request'

Citing an "operational imperative" Staples notified Yellow Freight in February that they would start picking up their LTL freight, with their own equipment. Staples targeted terminals in Hagerstown, Md., and Rialto, Calif., to kick off the program. Additional terminals in Indiana and Connecticut could also be included.

Article 32 of the NMFA prohibits this diversion of freight. Sadly, the IBT has let "customer request" get a foothold in other locations. The Staples violation is even more blatant. Staples is using nonunion National Truck Lines to pick up and haul freight from Yellow terminals.

Where customer request exists it involves the use of in-house equipment by the shipper.

Grievances have been filed. Now it is up to the IBT to uphold the contract.

Rank & File Power at UPS

Fighting for a Strong Union and Respect on the Job

Rank & File Power at UPS tells the story of how UPS workers have fought for respect on the job and in their union.

The 70-page book explores the history of UPS labor relations and how the 1997 strike was built on a foundation of rank and file organization.

It also tells UPSers what they can do to protect their jobs and win better working conditions.

$5 each; $4 for 25 or more

___ # of books ordered $____ enclosed

Visa/MC _____

Exp. date ____/__ ***OR*** __ check enclosed

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to: TRF, Box 10303, Detroit, MI 48210

Truck Safety and the STAA Whistleblower Law

OSHA Records Show Increase In Cases, But Law Still Underused

A study by TDU of truck safety whistleblower cases shows that a member awareness campaign by the Teamsters Union could drastically boost the number of complaints filed, and won, by drivers. This could mean many lives and many Teamsters' jobs saved.

Section 31105 of the Surface Transportation Assistance Act (STAA) protects drivers (and some other motor carrier employees, such as mechanics) from retaliation over reporting truck safety problems. OSHA is charged with the power to investigate and make initial rulings on complaints.

The law was enacted in 1983. Yet, for the first eight years of its existence, often as few as 10 cases per year were filed. Few drivers were aware of the law, due to a nearly complete failure on the part of OSHA to publicize its protections. And until 1993, the IBT also kept drivers in the dark.

Info From IBT in Early 1990s Made Big Difference

In 1994 and 1995 the number of cases jumped significantly (to 150 and 317 respectively). This tenfold increase over several years followed on the heels of an education effort by the Carey administration, spurred by TDU's own efforts. The IBT produced a brochure and publicized the case of Ohio Yellow Freight driver Willie Smith. Yellow fired Smith for refusing to drive while fatigued. He went on to win reinstatement and a large monetary award.

Since then, drivers have filed over 250 complaints each year. Over the 17-year life of the law, a total of 1,970 complaints have been filed.

A majority of the complaints address retaliation over refusal to drive. For example, in the year 2000 nearly half (109) dealt with refusal to drive. Unfortunately, OSHA could not provide more specific information, such as the number of refusal cases that involve driver fatigue.

The numbers do show that union members are far more likely to make use of rights like the STAA. During 1995, drivers filed 38 complaints against Roadway, four against UPS, four against CF and seven against Yellow Freight. For the same year only one complaint was filed at Overnite, and zero filed at Saia.

Taking advantage of important rights is clearly another advantage of working union.

OSHA Rules Favorably on Minority of Cases

What happens to the complaints after being filed is instructive. OSHA routinely dismisses well over 40 percent of the complaints filed. In 2000, the figure was 69 percent.

Add to these figures complaints that are withdrawn voluntarily, and it is clear that OSHA finds a minority of cases to have merit (31 percent average since 1983). True, some complaints may not have a sound basis. And some lose due to technicalities like failing to file on time.

But what we have learned over the years is that OSHA will generally take on the cases that are near-certain winners. And according to OSHA investigators, poor documentation sinks many cases. Keep notes, records and other documents and your complaint will have a better chance of winning in the early stages of the process.

Many Win on Appeal

Many dismissed cases can still prevail (and often do). So it is important to be prepared to take your case to a hearing if OSHA rejects it.

Roughly 600 cases (or 30 percent of the total filed) were appealed beyond OSHA and ruled on for the years 1983-2000. Nailing down the win-loss ratio at this level is much more difficult, as cases can drag on for a number years, get settled or get appealed to higher bodies.

Based on the experience of TDU members, however, many cases go on to win when they are taken to a hearing after OSHA declines to act.

TDU Education Campaign

No one knows exactly how many instances there are each year of employers retaliating against employees over truck safety. But one thing is certain: the number far exceeds the roughly 250 complaints that actually get filed.

So there is still much work to be done to get the word out about this important safety and job protection.

In the absence of any effort on the part of the current Teamsters Union, TDU has kicked off a campaign to inform Teamsters of the law, and how to make the most of it. TDU's new publication, "The STAA Handbook," is the *only* detailed guide to the law.

You can help educate co-workers about their rights under STAA. Order copies of the handbook and encourage others to do the same. Contact TDU about conducting a workshop on the law. And help distribute articles like this one from *Convoy-Dispatch.*

The information in this article is based on records obtained from the Occupational Safety and Health Administration through a Freedom of Information Act request.

THE STAA HANDBOOK

THE WEAPON AGAINST EMPLOYER RETALIATION FOR SAFETY ACTIVITY.

This booklet is a complete guide to using the Surface Transportation Assistance Act to challenge unjust discipline over truck safety activity.

It covers all of the basics of how to put together a winning STAA case and uses actual cases to explain the ins and outs of the law.

A must for road drivers, stewards and business agents, it is also an invaluable tool for any Teamster affected by truck safety issues.

Spiral bound, pocket size, 114 pages.

Price: $8 ($6 for five or more copies).

_____ copies $ _____ Total

Name _____

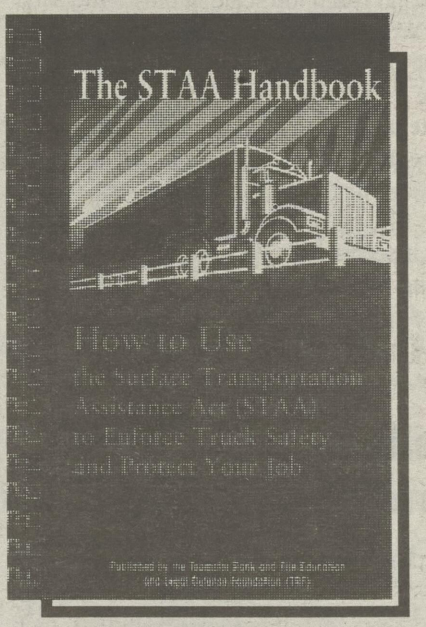
Address _____

City _____ State _____ Zip _____

Phone _____

VISA/Mastercard # _____

Exp. Date _____



Send to TDU, Box 10128, Detroit, MI 48210

You may also order via fax at 313-842-0227

Allied Closes Oshawa, Ont., Terminal

Teamsters Will Fight to Protect Carhaul Jobs

Ontario carhaulers are concerned about job security in the wake of Allied's announcement that they will be closing their Oshawa terminal at the end of April. The move comes after Allied lost most of the GM work out of the Oshawa assembly plant, which was awarded to Leaseway.

Leaseway has announced plans to open new terminals in Oshawa and Ingersoll to handle the new work, and some former Allied workers expect to find work at the new locations. Others will use their seniority to bump into other terminals. But since the Canadian carhaul contract doesn't include follow-the-work language like the U.S. contract does, the Oshawa Allied drivers aren't guaranteed jobs at the new Leaseway terminals.

"Basically, the workers are paying for Allied's mismanagement," said Mark Ashby, an Allied committeeman out of Oshawa and a member of Toronto Local 938. "Every other job I've ever worked at, the union had a clear agreement to follow the work. Why should it be any different with carhaul?"

Nonunion Encroachment

Even more unsettling, a nonunion carrier, Philip Powers, has secured some of the Oshawa GM loads, shuttling Monte Carlos from Oshawa to Toronto for detail work. Although nonunion carriers are becoming more and more commonplace in the U.S., this would be the first encroachment of nonunion carriers pulling new car loads in Ontario.

As in the U.S., neither the IBT, Teamsters Canada, nor Local 938 officials have put forward any plan to defend Teamster jobs. There has been some talk of organizing Philip Powers, but members haven't been informed of any action that has been taken at this point.

Members are frustrated with the lack of information that Local 938 officials have been providing regarding the terminal closing. "It's almost impossible to get a straight answer from our BA," said Ashby.

Adding to Oshawa terminal Teamsters' frustrations, Local 938 is proceeding with regular steward elections in the midst of the terminal closing, making it extremely difficult for Oshawa members to nominate or vote for the steward of their choice for the coming year.

Some members are taking action. A petition posted on the union bulletin board asking members to pitch in to hire an independent lawyer to investigate circumstances surrounding the terminal closing quickly filled up with 57 signatures. Members are now considering further options, but the petition is already getting results. "I don't think [Local 938 BA] Dave Philp has ever been so eager to talk to me," said Ashby.

Lost company bids, terminal closings, and encroaching nonunion competition are not new problems in carhaul. Isn't it time for a plan to defend our carhaul jobs?

'Customer Pick up' Nipped in Bud by Local 171 Members at Hook-Up

Roanoke Local 171 members have stopped an attempt by Hook-Up to allow customer pick up of units at the plant. The problem started in February, in direct violation of Article 33 of the national carhaul contract. When confronted, Hook-Up tried to pass the buck, claiming that Volvo was acting on requests from customers. When asked, the dealers said they didn't know anything about it.

On Feb. 23 the local set up a picket line and got media attention. Then members made Hook-Up aware of the safety hazards involved in putting units on the road that exceed legal dimensions. A day after the safety lesson, Hook-Up announced that there would be no more customer pickups.

IBT Targets Dealerships

Teamsters Must Organize all Carhaulers

In February the International Union announced a "Campaign to Save Teamster Carhaul Jobs" aimed at urging car dealerships to support union drivers and pressure the manufacturers and shippers. This campaign needs to grow.

Minnesota Local 120, where 50 Allied drivers lost their jobs when non-union Sierra Mountain took the work, has an on-going campaign to pressure dealers. Some Sierra Mountain owner operators who are union supporters refused to take work in Minnesota. But a survey of several carhaul locals shows that there is very little going in most areas or nationally. Teamster members should join the effort where locals are participating.

Organize It or Lose It

The Teamster carhaul industry is in trouble, and it is good that the International has finally recognized that fact. Shippers are increasingly turning to nonunion carriers with little or no resistance from our union leadership.

The International Union has to go on the offensive to protect our jobs and a strong Teamster future in carhaul. We need not only to pressure dealers, but to *organize the industry*.

We need to reach out to every nonunion carhauler, with a team of organizers, a national network of volunteer organizers, and a coordinated plan of attack. This is going to take resources and a commitment from the leadership and the rank and file as well.

The first step is to develop a plan of action. This will take a big change in direction. IBT Organizing Director John Murphy is quoted in the March 12 *American Prospect* magazine as saying "My dream is that the organizing department here in this building should be a desk and telephone." The Hoffa plan is to pass the buck to local unions to do the organizing.

But some local unions are not doing it. More importantly, this is a national problem, with national forces against us, and we need national resources and plans to win.

The alternative is to watch as union carhaul jobs dwindle. That is not an option.

The employers have plans, and our union needs a plan for the future as well. Our jobs, pensions and union depend on it.

The Grocery Bag

Fleming Snags Kmart Contract.

Fleming has signed a 10-year agreement with Kmart to supply nearly all of the food products stocked in Kmart stores. Industry analysts were mixed on the likely success of the deal. Supervalu dropped out of bidding recently, stating that Kmart's terms would not be profitable.

To meet its obligations, Fleming will have to secure three additional distribution centers. They are reportedly negotiating with other parties in the Northeast, Pacific Northwest and Ohio to buy existing facilities. Another option would be for Fleming to subcontract with another supplier, such as mainly nonunion C&S Wholesalers in the Northeast.

Not so long ago when Supervalu started hauling Kmart product in certain areas, the IBT Warehouse Division gave Supervalu a special two-tier rider. It will be interesting to see what is done, or not done, to bring Fleming's new work under contract at prevailing rates and benefits.

Go Figure.

Two years ago Ken Hilbish, with lightning speed, signed drastically substandard contracts with CSI and Ruan. Rather than consult with Warehouse Director Tom Leedham, and work with other locals to fight Kroger's attack, he set a pattern that forced other locals into an uphill battle. The result: horrific losses for Kroger members and widespread undermining of union strength in the industry.

Now that Hilbish is Warehouse Director, he sees things differently. In January he notified all warehouse locals that any and all contract settlements will have to be submitted to regional warehouse division directors for review. Perhaps the ability of some locals to beat his own settlements is a concern.

Nashville Galaxy Operation Cuts 108 Jobs.

Kroger's warehouse facility operated by Galaxy Logistics is laying off 108 members of Nashville Local 327. The company says the work is being transferred to Kroger's Louisville facility. But the Louisville workers make more per hour, and are hundreds of miles from many of the stores they service from Nashville. Many of the workers suspect that the real purpose is to allow the work to eventually end up at a new facility under construction in Smyrna, Tenn.

Worse yet, Local 327 bargained a modest severance package that members will only get if no grievances, lawsuits, or Unfair Labor Practice Charges are filed in the coming months! As well as giving away basic member rights the agreement contains so many loopholes that management will have no problem bailing out of it if they wish.

More layoffs are likely as the new Smyrna facility nears completion. The union doesn't intend to fight for these jobs. The workers however intend to try to save the jobs.

The door opened by Warehouse Director Ken Hilbish, when he signed the first third-party, substandard contract, appears to be opening even wider. It's time to stop it by building the rank and file Kroger network, and voting for change at the top of our union.

Teamsters Say Yes to Reform

Hundreds of Teamsters are running for delegate on a platform of reform and Rank & File Power. They are taking the issues to the members: shifting resources from perks for officials to organizing; membership involvement for stronger contracts; putting new membership rights into our Teamster constitution; and giving the rank and file a choice this November by nominating Tom Leedham and the Rank & File Power slate.

Education, involvement and participation of the members are esssenial. A number of officials attempt to portray the delegate elections as local officer elections. Others hide the fact that they are in Hoffa's camp, pretending to be "neutral." The more members are involved, the more likely they are to see through the smoke and to back reform.

We Need Rank and File Convention Delegates

The Teamster Convention needs to be primarily made up of rank and file delegates who will make decisions based on the best interests of the members, not old guard union officials who will make decisions in their own interests.

Direct elections for top union officers and convention delegates? Members say YES, Old Guard officials say NO.

Eliminate multiple salaries, pensions and perks? Members say YES, Old Guard officials say NO.

Use unions resources to build the power of the union rather than to line officials' pockets? Members say YES, Old Guard officials say NO.

Support the nomination candidates who support all these things, the Tom Leedham Rank & File Power Slate? Members say YES, Old Guard officials say NO.

In the Pacific Northwest we're working hard to make sure the Tom Leedham Rank & File Power Slate gets the opportunity to turn our union down the path of democratic unionism. The power of our union is in the broad base of its diverse membership, not in the narrow pinnacle of union officers.

Bob Hasegawa
Candidate for delegate on the Rank & File Team!
for Tom Leedham and for Western VP on the
Tom Leedham Rank & File Power Slate

Local 804 Is Not a Hoffa Local!

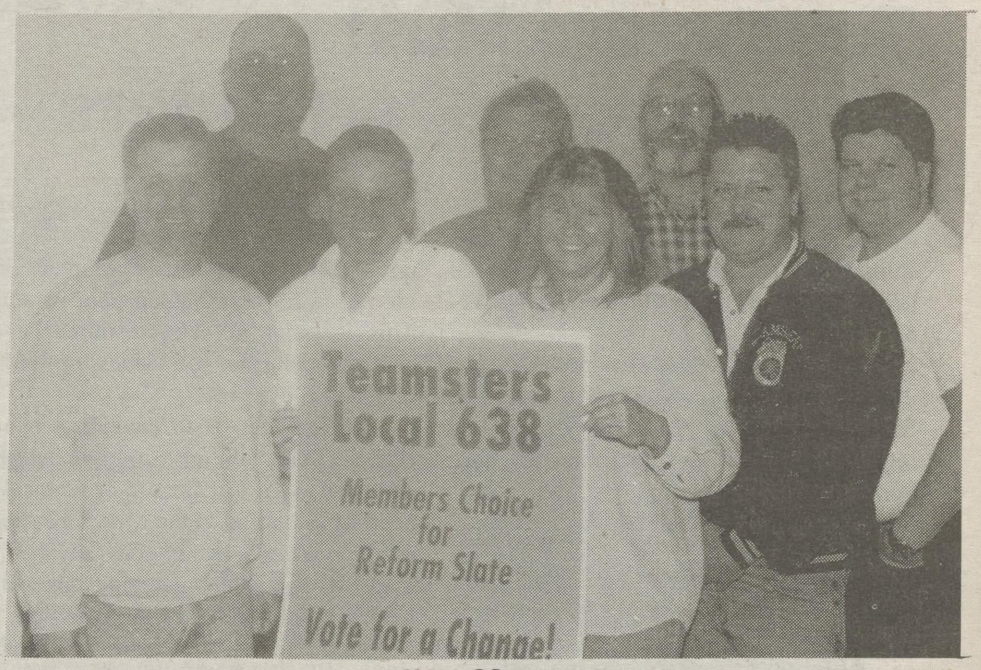
"Local 804 has been a leader in Teamster reform for decades. Members haven't forgotten how Hoffa and his allies stabbed Ron Carey in the back every time he took on UPS — including when we were out in the street during the 1994 and 1997 strikes.

"Now the Hoffa machine is putting tremendous pressure on all local officers not to publicly criticize Hoffa.

"We are running for convention delegate so Local 804 members can be represented by delegates who can speak out for traditional Local 804 principles whether Hoffa likes it or not. That's called democracy.

"As rank and file Teamsters we don't have to play politics. We'll speak out for Local 804 members and carry a message to the rest of the country. Local 804 is not a Hoffa local."

Local 804 Leedham Rank & File Slate
(pictured above)



Delegate Races Will Affect UPS Contract

"All Teamsters working at UPS should be concerned about electing delegates who will stand up for our interests.

"We want Tom Leedham bargaining our next UPS contract. Hoffa won't launch the kind of member campaign we need to build bargaining strength. He hasn't mounted a strong contract fight yet.

"Hoffa should not be inviting UPS management to our Teamster convention. We should be kicking-off our strategy to win a good contract."

Jim Tadeusiak, UPS
Local 638 delegate candidate on the Members Choice for Reform Slate
(Pictured front row right with seven other members of the 12-person slate)

rm and Rank & File Power

Rank & File Power is spreading. Major locals that went for Hoffa in the past, such as Chicago Local 743 and Toronto Local 938, are now sending large delegations of reform leaders to the IBT Convention. Others like Memphis Local 667 that have sent reform delegates in the past are sending reform activists again to represent working Teamsters.

All delegates, of whatever political persuasion, should be interested in strengthening our union for the future. The IBT Convention needs to be a forum for discussion about that future. Will we go backward, and continue to see our union strength decline, or will we go forward into the 21st century with innovative programs? That discussion needs to take place not only in the convention hall, but among working Teamsters.

'We Have a Lot of Work to Do'

"I am excited to represent the members of Local 667 at the IBT Convention. My top priority at the convention is to fight to ensure democratic accountability of pension trustees. We need improvements in benefits. You shouldn't have to take a $450 cut in your pension to make sure your spouse will get your pension after you die.

"We need to fight for COLA for retirees too. We also need to protect our right to vote for IBT officers or years of improvement in the union will unravel. We have a lot of work to do."

Milton Byrd, Elected Delegate
Memphis Local 667
Yellow Freight Road Driver

Chicago New Leadership Slate Ready to Represent Rank & File Members in Las Vegas

The entrenched leadership of Chicago Local 743 won't be able to reward all their officers and supporters with a free Las Vegas vacation this year. Eleven of the 20 delegates and 13 of the 20 alternates that the local is sending to the IBT Convention in June are from the New Leadership Slate (pictured above with supporters), rank and file members determined to work toward a democratic union. The election was so close that some delegates won by as little as two votes, and a tie had to be broken with a coin toss. But this narrow victory was a triumph for Teamster reform. The Hoffa-backed executive board of 743 is used to winning, and in the past dirty tricks and an electorate kept in the dark ensured that they did.

At the convention, New Leadership delegates will work for the constitutional right to elect officers and business agents. They will propose that members have a constitutional right to be informed of **all** changes in contracts brought to a vote. They will support salary caps for officers and the elimination of multiple salaries. And they will unite in support of Tom Leedham for IBT president.

The New Leadership Slate intends to build on this victory. It is a clear sign that the membership of 743 is no longer willing to accept a union in league with management and indifferent to its members.

Reform Sweeps in Toronto Local 938

Toronto Local 938 members sent a strong message in support of rank and file power on March 20, when they elected all 12 delegates and three alternates on the Local 938 Members Slate (pictured above) by a two-to-one margin over the Hoffa slate, led by Local 938 president Ray Bartolotti. Local 938 is the second-largest local in Canada, with 10,000 members.

Both Hoffa and Leedham saw this as a target contest. Leedham visited Ontario shops and truck terminals to talk with Teamsters in mid-February, and the Hoffa campaign called the homes of members with a recorded message by James Hoffa on behalf of the Hoffa Canadian Unity Slate.

John Hull, candidate for Canadian Vice President on the Tom Leedham Rank & File Power Slate, led the slate to victory. They were up against well-funded opponents who repeatedly resorted to dirty tricks to try to advance their campaign. After the Election Administrator found that an insurance company-paid mailing to all Local 938 members constituted an illegal employer contribution to Bartolotti's campaign, Bartolotti was ordered to pay for a campaign mailing for the Local 938 Members Slate.

"Bartolotti tried to sidetrack us with his dirty tricks," said Hull. "But we stayed focused on the issues, and the members responded to that. I'm looking forward to standing up for Tom Leedham and Teamster reform at the Teamster convention in June!"

Hoffa Administration Asleep at the Wheel

Bush Opens U.S.-Mexico Border to Unsafe Trucks

President George W. Bush issued a decision on Feb. 8 allowing Mexico-based trucks to operate throughout the U.S., implementing a section of NAFTA that had been long-delayed by action of the Teamsters Union in coalition with environmental and safety groups. The decision came one day after a NAFTA arbitration panel ruled that the U.S. government was violating NAFTA by limiting Mexico-based trucks to a narrow perimeter along the border.

Opponents of opening the U.S.-Mexico border to truck traffic have raised serious concerns about the potential impact on good-paying jobs and on highway safety, as many Mexico-based trucks are poorly maintained, and Mexican trucking companies can get away with paying drivers as little as $7 a day.

The Teamsters Union mounted a vigorous campaign against cross-border trucking in the mid-1990s, featuring caravans with U.S. and Mexican labor leaders, high profile events in Texas, and a labor-safety coalition that had broad appeal.

President Hoffa denounced the decision to open the border, stating, "[T]he panel erred in faulting the United States for choosing highway safety over an ill-conceived and unenforceable trade regime. ... We remain adamant that the safety of our citizens must come before diplomatic niceties."

Too Little, Too Late?

Hoffa has made a lot of noise since the ruling came down, holding press conferences with politicians and rallies outside Teamster meetings. However, it is probably too little, too late.

News reports reveal that Bush informed Hoffa that he was planning to implement cross-border trucking as early as last June. But Hoffa did nothing to mobilize against these plans, shifting tactics away from the public campaign of the mid-nineties and toward lobbying.

It also seems that Hoffa's NAFTA spokesman has been on both sides of this issue. Dallas Local 745 principal officer and Hoffa Vice-President Tyson Johnson was vocal in denouncing the NAFTA ruling at a rally in mid-February, rightly pointing out that "Mexican truck drivers are not our enemies. Flawed trade agreements that pit worker against worker are the real enemy. The Mexican drivers deserve a living wage and safe equipment, so that everyone may compete fairly."

However, as head of Local 745's DRIVE fund, Johnson was responsible for approving a $5,000 donation to George W. Bush's presidential campaign, the maximum allowed for political action committees!

Instead of hoping that donating to the Bush campaign would cause him to change his mind, the Teamster leadership should have stuck with what was keeping the ruling from being implemented all along: an effective, member-based mobilization campaign, involving community alliances and real political pressure.

Now, Teamster members are left with another example of Hoffa's attempts to "restore the power": talk tough, but leave members holding the bag.

Members Pay for Hoffa's Failure

Tom Leedham, is pictured above left with Peter DeFazio, Congressperson from Oregon and a ranking member of the House Transportation and Infrastructure Committee, at a Feb. 8 press conference on the opening of the U.S.-Mexico border..

Leedham stated, "Before Hoffa, our union organized to stop cross-border trucking — building alliances with communities around safety concerns on our roads, holding rallies, placing real pressure on politicians. Hoffa's idea of political pressure is a photo opportunity with George W. Bush. ...

"Hoffa has lost this battle badly. But it is Teamster members who will pay the price for his weak leadership."

Leedham is the principal officer of Oregon Local 206 and a candidate for Teamster President on the Rank & File Power Slate.

Cleveland Teamsters Want Action

Stop Teamster Officials Going to Management

Paul Toney was an assistant to International Vice President Les Singer in Ohio until recently. Now he works for Airborne Express as a labor relations manager, helping them get concessions out of Teamsters. He is far from alone. In the freight industry as well as others, certain Teamster officials have been able to jump the fence to sell their insider knowledge and contacts in our union to corporate management.

The members of Cleveland Local 407 want it stopped. They want Teamster officials, upon taking office in our union, to sign a pledge that they will not take any management or labor relations position, consulting relationship, or accept fees or compensation from any employer (or their agent, association, law firm, etc.) which has a bargaining relationship with the Teamsters Union for five years after leaving the employ of the Teamsters.

At the February Local 407 union meeting, the members voted unanimously to support a resolution to this effect.

Many corporations have such an employment contract, so that their execs cannot jump to a competitor and take insider info with them. Why not our union?

John Mozena was the president of Akron Local 24 until he got voted out of office. Then he went to work for Consolidated Freightways in labor relations.

Nick Picarello was a Hoffa appointee to freight panels in the East, making decisions regarding major Yellow Freight breakbulks. Then last year he went to work for Yellow management. No wonder his decisions were so favorable toward them. Each of these officials has extensive contacts with old guard Teamsters and can now make use of that network for management's goals.

Sometimes it seems as if union officials are making deals designed to make a home for themselves with the very management they are bargaining with. In 1999 the IBT and Local 2000 were negotiating for 10,000 Teamsters with Northwest Airlines. The local leaders, closely aligned with Hoffa, appeared unable to win re-election, and later did not even run.

Then a few months ago the former president and vice president were both given management jobs by Northwest. Even more convenient, they had bargained a little-noticed clause that they can return with seniority to their former bargaining unit jobs from management!

"We're sick and tired of these union officials who constantly beat their chests about what great Teamsters they are," said Tom Michaels, a Yellow Freight road driver. "If you disagree with their lousy decisions, then you're the one who's disloyal and not a good Teamster. Then they lose an election or retire and the next thing you know they're on the other side of the table using the knowledge and old guard contacts they gained at our expense to screw us. We always knew what they were. We just didn't know their price."

Hoffa Executive Caught in Expense Scam

The top official in the IBT secretary treasurer's office has been caught misusing $3,414 of union funds. Richard Lyter lost his job in March and may be subject to further investigation by the Independent Review Board (IRB).

Lyter is a long time old guard associate of Hoffa. In 1996-97 he was retained by Michigan Joint Council president Larry Brennan, when an audit showed that Brennan had diverted $30,000 in union funds to his campaign, in an effort to prevent Brennan from being caught. It didn't work and Brennan and his fellow Detroit officials have been charged by the IRB.

Lyter was then hired by the Hoffa administration as the Executive Assistant to the General Secretary-Treasurer, and was given a salary of $112,500 in 1999, with an additional $33,000 in expenses. He was put in charge of all IBT auditors and of hiring and firing in the secretary-treasurer's office.

Lyter is the son-in-law of former General Secretary-Treasurer Ray Schoessling, whose son is still working as an IBT auditor.

How Did Union Trustees Let This Happen?

Guilty Pleas in Local 710 Pension Fund Ripoff Case

Two men pled guilty in December to federal racketeering charges stemming from an elaborate kickback and money laundering scheme that looted millions of dollars from the Teamsters Local 710 pension fund. The scheme raises questions about several of Hoffa's close associates.

Stockbrokers Christopher Roach and Richard Tringale pled guilty to pressuring Local 710 pension fund investment advisors to funnel more than $7.4 million in commissions generated by trading pension fund assets to their firm, East/West Institutional Services, Inc., via a series of intermediary clearing brokers. Roach and Tringale bought influence on the Local 710 pension fund's board of trustees by paying hundreds of thousands of dollars in kickbacks to two employer-side pension fund trustees, who voted on the selection of pension fund investment advisors. They then conspired with the employer trustees to launder the commission money by wiring it to various accounts in the Cayman Islands and the Isle of Man.

The guilty pleas leave several questions unanswered, including the issue of what role Roach and Tringale's connections to Detroit Local 337 might have with the ripoff scheme. Local 337 is headed by Hoffa benefactor Larry Brennan, who is currently facing IRB charges that he embezzled union money to finance his reelection campaign.

While stockbroker Roach was ripping off Local 710's pension fund, he was also collecting Teamster health benefits as a member of Local 337. Under the sham contract, Roach was both the employer and the sole member! As for Tringale, he owns Michigan Repacking, a company that has a contract with Local 337.

Although the links between the convicted stockbrokers, Local 337, and the Local 710 pension fund are highly coincidental at best, the big question left unanswered is how the union pension fund trustees, including Local 710 President Frank Wsol, allowed the ripoff scheme to happen.

In 1995, while the scheme was in high gear, the fund sold 25 times as many securities as the year before. Those sales, almost $7 billion, were the equivalent of selling every asset of the fund six times over during a 12-month period! Even if the union trustees remained unaware of any wrongdoing in the face of this kind of highly irregular financial activity, they still had a fiduciary duty under federal law and the Teamster constitution to know what was going on.

Although Roach and Tringale's cases are now settled, several related legal actions continue to wind their way through the courts, some of which may implicate more people in the scam. Several members concerned about their pension fund security have also brought these issues to the attention of the IRB, but have yet to receive any response. Can we expect any action from Hoffa's RISE program soon?

Police Rioted on Picketers

Solidarity Builds for South Carolina Longshoremen

When longshoremen in Charleston, S.C., were told by their employer that they would be replaced by nonunion labor, they dug in for a fight. On Jan. 20, 600 police in riot gear descended on the picket line. Just after midnight they attacked International Longshoremen's Association Local 1422 President Ken Riley. Then a full-scale police riot broke out, resulting in numerous injuries.

When the dust settled, no action was taken by authorities to condemn the attack. Instead, State Attorney General Charlie Condon secured grand jury indictments against five members of Local 1422 on felony charges of rioting.

Now Riley and four others face sentences of up to five years in prison. Local 1422 has been hit with a $1.5 million lawsuit.

Solidarity efforts for the Charleston Five are growing rapidly. In February, a weekend of successful events took place in Atlanta, organized by a coalition of community and civil rights groups and the state AFL-CIO. The strikers were also invited to attend a Teamster Local 728 union meeting to build support for their cause.

The AFL-CIO has endorsed the support campaign. West Coast longshore workers have committed $100,000 to the defense fund. But more support will be needed to fight this attack on worker rights. Donations for the defense fund can be made to the Campaign for Workers' Rights, P.O. Box 21777, Charleston, S.C. 29413. For more information on the campaign visit the ILWU website (www.ilwu.org).

Wisconsin Health Fund Fires Physicians, Hires HMO

Retirees Shocked, Angered

Wisconsin Teamster officials, led by Milwaukee Local 200 Secretary-Treasurer Frank Busalacchi, fired all physicians at the union health fund's clinic, and turned it over to an HMO, effective March 31.

Along with this move the fund has drastically cut benefits to Teamster retirees. According to what was announced at the Local 200 union meeting, the cuts will be along these lines: Retirees will have to pay $150 a month, instead of $63. Dental and vision care will be eliminated. And for all other care they must first pay a $1,000 deductible, with an additional $1,000 annual deductible for a spouse.

Essentially, affordable coverage for retired Wisconsin Teamsters is dead. Now all it will cover is catastrophic care.

The Wisconsin Health Fund belongs to the members. But now certain officials are turning it over to Covenant Health System, a for-profit HMO interested only in the bottom line.

Teamster retirees, who built our union and paid into the fund for decades, just don't seem to be profitable enough for this HMO.

Busalacchi says the fund went into the red last year. Perhaps changes need to be made. Better planning is needed, perhaps more money needs to be negotiated into our contracts for health care. But to take it all out on our retirees is a crime.

Shame on those who have committed this crime. They need to change course or be replaced with leaders who remember what our union is all about.

Retiree Glenn Battles summed it up, "How can we expect to organize new members when the local does this to retirees?"

Running for Local Union Office:

How to Use Election Campaigns to Build Member Involvement and Transform Our Union

Based on the experiences of dozens of successful reform officers, this 86-page booklet covers every aspect of campaign organization.

Price: $10

Please send me _____ copies.

☐ check or money order enclosed

Visa/MC # _____ exp. ___/__

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to:

TDU, P.O. Box 10128, Detroit, Mich. 48210

313-842-2600 Fax: 313-842-0227

Get *Convoy Dispatch* by the Bundle!

Spread the news. Convoy Dispatch is the best source of Teamster news, along with educational articles for Teamster activists. A lot's going on in our union these days, and reading Convoy is the best way to stay on top of events.

Get a bundle of *Convoy Dispatch* each issue to distribute to other Teamsters in your workplace and your local.

Price per issue: ❑ 100-$12 ❑ 50-$8 ❑ 20-$5 ❑ 10-$3

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to: TDU, Box 10128, Detroit, Mich. 48210 or fax to us at 313-842-0227.

Teamster Election Heats Up

Get the Facts, Not the Spin

In just seven months, every Teamster will receive a ballot in the mail to elect new International officers. We are going to be bombarded with facts and fiction, as in most political campaigns.

TDU — the independent rank and file reform movement of Teamster members — fought long and hard to win the Right to Vote, to put power in the hands of members. We urge every Teamster to listen to all sides, get the facts, and use your right to vote.

TDU has endorsed Tom Leedham and the Rank & File Power Slate to lead the Teamsters into the 21st century. Here we outline some of the reasons for that endorsement, and address some of the misinformation that is being circulated by certain old guard officials.

Tom Leedham Takes on the Fat Cats for Rank and File Teamsters

Leedham's Record

Tom Leedham knows what it's like to work hard in a warehouse. He worked his way up the ranks, first as a steward, later challenging local officers when change was needed in his Local 206 in Portland.

Local 206 has never been the same. That's why the members there have repeatedly elected Tom by big margins.

Leedham didn't just reform his local, but went national. He took on the fat cats in 1994 as the point-man in abolishing the Area Conferences, which existed only to pay multiple salaries to 63 Teamster officials. That reform saved members $11 million a year of our union dues.

Tom Leedham is a man of integrity. In a union that has known too many scandals, Leedham has never been charged or involved in any wrongdoing. He is clean, and was an outspoken critic of corruption long before it became popular to speak up for Teamster reform.

The Other Side

Unlike Leedham, Hoffa never made a living as a working Teamster and Hoffa and his slate have been deeply involved in corruption. In 1998 the Hoffa campaign was found guilty of illegally funneling over $200,000 into the campaign, most of it in employer funds. Several of Hoffa's running mates have been found guilty of embezzling union funds, money laundering, extortion or filing false documents about hiring felons.[1]

Two close Hoffa associates from Detroit are currently charged by the Independent Review Board (IRB); Larry Brennan with embezzling union funds and Mike Bane with associating with mobsters. Hoffa has taken no action against either of these cronies.[2]

The Big Lie

Instead of dealing with corruption in his own house, Hoffa's campaign is trying to distract us by throwing dirt on Tom Leedham. The propaganda is that since Leedham was an International Vice President in the Ron Carey administration, and Carey was banned from the Teamsters after his campaign consultants leveraged Teamster money to line their own pockets, that Leedham must be corrupt. But Tom Leedham was never involved in any wrongdoing at all. In fact, Leedham was among the first to speak out against those who misused the members' money. Unlike Hoffa, Leedham has not had to pay big fines for violating our election rules or accepting employer funding and does not have to cover up for corrupt cronies.

Tom Leedham Fights for Good Contracts with Rank & File Power

Leedham's Record

In Tom Leedham's Local 206, the members come first. Members are on the bargaining committee for all contracts. Stewards are elected, not appointed. Officers are accountable to the members.

During the UPS strike of 1997, Local 206 launched a "war wagon," a UPS-style van used to build support for the strike. The same kind of action has been used to win good contracts at grocery warehouses, for public employees, and other members. Leedham has fought successfully against two-tier contracts and to win health care for retirees.

When Tom Leedham was the IBT Warehouse Director, he offered help to any local officials with warehouse contracts, but with one condition: they would have to involve the rank and file in the contract campaign.

The Other Side

The Hoffa administration quickly ended the practice of having rank and file representatives on bargaining committees.[3] Hoffa tried to sell the company's final offer to 10,000 Northwest Airlines Teamsters. When they rejected the deal, Hoffa abolished the members' contract campaign. Hoffa never launched the contract fight he promised to members at Anheuser Busch. Instead, he cut a deal that forced concessions on 8,000 Teamsters.

Hoffa publicly criticized the 1997 UPS strike. Most of Hoffa's key backers, including his Parcel Director Bill Lichtenwald, ordered Teamster members to cross the picket line during the 1994 one-day UPS safety strike sanctioned by our union.[4] Recently top management officials in the freight industry and at UPS have publicly stated how cozy they are with Hoffa.[5]

The Big Lie

Faced with Hoffa's dismal bargaining record, old guard officials have launched a propaganda war claiming that Tom Leedham directed his Portland members to cross a picket line at the Kroger company when Teamsters in Arizona went on strike. The truth is that the Arizona picket line was not extended to Kroger facilities in Hoffa's Detroit or to Atlanta, where Hoffa's warehouse director Ken Hilbish signed a sweetheart deal that prohibits Teamsters from respecting any picket line.

In a shameful political move, the Hoffa administration asked only the Portland workers — out of dozens of Kroger facilities — to strike based on extending picket lines. The Oregon joint council, after Hoffa refused to take responsibility for the consequences, declined to sanction the extension. Hoffa's propaganda says that Tom Leedham heads that joint council, but actually a Hoffa supporter, Darel Aker, does. Leedham has a consistent record of supporting strikes without playing politics.

Tom Leedham Fights for Financial Integrity

Leedham's Record

Tom Leedham could have done what too many other officials have done — made himself rich off our union. He was both an International vice president and the secretary-treasurer of his local, and could have taken two salaries. He refused, and took only one, sticking to his principle of putting the members' money to work for the members.

He has run his local union on a sound financial basis for many years, and without a dues increase.

The Other Side

James Hoffa took office and gave himself a $75,000 raise, up to $225,000. His campaign promise — in writing — was to limit his salary and that of his other officials to $150,000.[6] He broke it. He pays 82 officials and pals multiple salaries, and holds most events for union officials at golf resorts, country clubs and casinos, instead of at our union's headquarters.[7]

The Big Lie

With this abysmal record of waste, no wonder Hoffa has to lie about finances. His ludicrous charge is that Tom Leedham bankrupted our union. Here are the facts.

The IBT was never "bankrupted" at all. But it did spend $100 million on $200-a-week strike benefits from 1991 to 1994. This level of strike benefits was mandated by the 1991 Convention where the old guard controlled 85 percent of the delegates. The increased strike benefits were passed without any mechanism for funding them.

In 1994 Billy Hogan, Hoffa's main running mate at that time, admitted before the General Executive Board that they had a secret plan to fund the strike benefits after the 1991 IBT election.[8] But when they lost that election to Ron Carey, they refused to go along with any plan, and the strike fund's assets were paid out to striking members with no replenishment.

Where Do the Lies Come From?

The Hoffa campaign has already raised over $1.5 million in campaign funds. That big money can buy a lot of propaganda. Almost all of it comes from wealthy officials. Some of it has come from employers who do business with our union, such as the "independent" accounting firm that audits the union and attorneys who represent the union (these employers funnel their money to the Hoffa Legal and Accounting Fund). In addition, a number of employers have already been found guilty by the Election Administrator of aiding the Hoffa campaign.[9]

Footnotes, Sources of Information

1. Election Officer ruling PR-035 (April 27, 1998) on Hoffa's illegal funding, and various decisions by the Independent Review Board involving Billy Hogan, Mary Lou Salmeron, J.D. Potter, Tyson Johnson, Thomas O'Donnell, Walt Lytle, and others.

2. IRB charges against Larry Brennan were heard in early February and a decision is expected soon. Mike Bane was charged by the IRB on Dec. 21, 2000.

3. In 1997 our Teamster negotiating committee at UPS included rank and file representatives. Hoffa ended this practice.

4. On Feb. 7, 1994, the International Union sanctioned a one-day strike against UPS to win safety protections. Bill Lichtenwald's Local 20 directed members to cross the line, as did most other locals headed by Hoffa associates.

5. "In Love with Hoffa" (*Traffic World*, May 1, 2000) and "Teamsters Talk Partnership" (*Traffic World*, Nov 27, 2000).

6. See Hoffa's 1996 Platform. TDU can provide a copy to any interested member.

7. Details on multiple salaries paid by Hoffa are available through the union's LM-2 financial reports.

8. Minutes of General Executive Board meeting of May 1994.

9. Figures from Campaign Contribution and Expense Reports filed by the Hoffa campaign, and employer support noted in several rulings by the Election Administrator in 2000-2001.

Local 120 Members Unite for Safety

J Burger
Local 120, Viking Drill
Minneapolis

At Viking Drill and Tool in St. Paul, Minn., safety is the squeaky wheel getting the grease.

The company's escalating production standards and the union's weak stance are to blame for incidents that maimed two workers.

In mid September, after our complaints that machines were unsafe, one machine malfunctioned. Ten of us on our Emergency Response Team (ERT) wrested our co-worker from the machine after 10 minutes, but he lost part of a finger.

Those of us on the ERT discussed what happened and what needed to be done in the future. We asked management to hold a meeting to learn from our experiences, but they didn't. Instead, a human resources manager offered counseling.

Production Standards Ignored

Speedup and management-by-stress are the name of the game at Viking. The very day our brother was mangled by the pointing machine, the company held its profit-sharing meeting. Management acknowledged the response team's efforts, then told us our production goals must increase by more than 15 percent.

Many have been leaving our small factory of 185 Teamsters in Local 120. Workers with 10, 15, and 30 years are quitting and positions aren't being filled fast enough. The company operates by imposing unreasonable mandatory overtime and requesting we run additional new machines they bring in instead of hiring more workers.

Our BA told us there is only so much that can be done about the escalating production standards.

Three weeks after the machine malfunctioned in September, another worker with 15 years at Viking was maimed by the same kind of machine. A co-worker had written up the very machine two weeks prior for the same problem.

Workers Make Demands

After the second incident, workers circulated a flyer on the night shift denouncing management's negligence. The flyer read: "Do we all need to bring our own first aid kits? You could be next! Don't run the machines until they are safe."

By morning, management went ballistic and posted a condemning, yet self-critical memo on the bulletin board. It claimed the accidents were the workers' fault and described five steps the company had taken to fix the machines. It also said: "Whenever someone is injured in our plant it means that somewhere along the line management has failed." (Boy, are they right!)

Workers replaced the company memo with the flyer. Management tore it down. The flyer went back up. Within 24 hours, the machines were fixed. The problem was fixed with a simple switch and a guard.

The workers saw that they can get results on problems in the plant by uniting and taking action.

A few machines are still faulty and working conditions still must be addressed. We hope the company and union won't wait for another injury.

TDU Meets

ASHTABULA, OHIO TDU
Last Saturday every even month
Saturday, April 28, 1 p.m.
Geneva Country Kitchen
1741 Route 534 at I-90
Geneva, Ohio
For information call 330-797-1541

CHICAGOLAND TDU
First Sunday every even month
Sunday, April 1, 10 a.m.
Cezar's Inn
5001 W. 79th St., Burbank, Ill.
For information call 773-486-3831

GEORGIA TDU
Second Saturday every month
Saturday, April 14, noon
Shoney's Restaurant
Hwy. 138, Stockbridge, Ga.
For information call 770-974-7134
e-mail: GATDU@aol.com
website: www.tfdgateam.org

NORTHERN CALIFORNIA TDU
Fourth Saturday every odd month
Saturday, March 24, 10 a.m.
Dimond Branch
Oakland Public Library
Fruitvale and MacArthur
Oakland, Calif.
For information call 707-426-5310

SOUTHERN CALIFORNIA TDU
First Sunday every even month
Sunday, April 1, 10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For information call 562-694-5831
or 760-951-4949

YOUNGSTOWN, OHIO TDU
Last Saturday every odd month
Saturday, Mar. 31, 2 p.m.
Denny's Restaurant
4927 Mahoning Ave.
Austintown, Ohio
For information call 330-797-1541

Local 320, Minnesota

Public Workers Push for Coalition Bargaining

Public sector workers in Local 320 in Minnesota are signing petitions in support of continued coalition bargaining with AFSCME. In St. Louis County, the Teamsters are only 212 out of 2,500 employees and members believe they can be stronger if they again fight together.

In the last round of bargaining in St. Louis County, AFSCME and the Teamsters successfully bargained together for the first time. When the unions were in mediation and ready to call for a strike, both agreed that no unit would settle without an agreement on major issues like insurance and wages.

Their common interests and show of solidarity paid off. They won back previously lost health benefits and got a better wage offer. It was the first time they ever got an agreement before their contract expired.

Their current contract will expire at the end of 2001 and Local 320 officials are saying they will not pursue coalition bargaining again with AFSCME.

In response, TDU activist and steward Sam Haddad circulated a petition in support of coalition bargaining in this round of negotiations and members from a majority of units have signed. It will be presented at the next bargaining unit meeting.

Resources Available from TDU

Publication	# ordered	total cost
THE STAA HANDBOOK How to use the SurfaceTransportation Assistance Act to enforce truck safety and protect your job. **$8; $6 each for 5 or more**		
RANK AND FILE POWER AT UPS An inside view of the 1997 strike victory at UPS, and the tactics that led to victory. **$5; $4 each for 25 or more**		
THE LEGAL RIGHTS OF UNION STEWARDS Basic labor rights for all union members, by attorney Robert Schwartz. Also available in Spanish. **$9.95**		
THE FMLA HANDBOOK A practical guide to the Family and Medical Leave Act by attorney Robert Schwartz. **$9.95**		
HOW TO WIN PAST PRACTICE GRIEVANCES Attorney Robert Schwartz unlocks the mystery of using past practices. **$9.95**		
GRIEVANCES: Using the Grievance Procedure to Defend Our Rights and Build Power on the Job The mechanics and organizing to win. **$8**		
RUNNING FOR LOCAL UNION OFFICE: How to Use Election Campaigns to Build Member Involvement and Transform Our Union **$10**		
THE RIGHTS OF EMPLOYEES AND UNION MEMBERS A comprehensive guide to your rights under labor law from the American Civil Liberties Union. **$15**		
THE LABOR LAW SOURCE BOOK The 20 most significant labor codes, compiled by attorney Robert Schwartz **$15**		
TOTAL ENCLOSED ☐ Check or money order enclosed ☐ Visa/MC #_____ Exp. ___/___		$

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to: TDU, Box 10128, Detroit, MI 48210 • 313-842-2600
Fax: 313-842-0227

As Delegate Races Heat Up...

'Big Lie' Campaign Targets Teamster Reformers

For 25 years there has been a movement of rank and file Teamsters to reform our union, called TDU. Members of TDU have stood up to corruption and threats, and have worked to win rights for *all* Teamsters, including majority rule on contracts and the Right to Vote for our International officers.

And for 25 years, old guard officials have responded to this movement for democracy with a well-orchestrated "Big Lie" campaign to stifle opposing viewpoints in our union.

It's no surprise that the big lie campaign is heating up again at this critical time for Teamsters.

This time the main vehicle for the old guard's campaign is an official-looking *TDU Fact Sheet* put out by an anonymous group calling themselves "Teamster Members for Truth." This so-called "fact sheet" combines lies and distortions about TDU.

So what kind of "truth" does this fact sheet uncover? Let's take a closer look behind the old guard's smoke and mirrors and find out.

Who Funds TDU?

TDU itself is funded 100 percent by Teamster members, retirees, and member spouses, mostly through our annual membership dues. Other income is from donations and fundraising drives, including at the TDU Convention and an annual fundraising mailing sent out to all TDU members.

Only money from active Teamsters and their spouses is used for any election-related purpose, such as printing *Convoy Dispatch*, or helping members design campaign literature. This money is kept carefully segregated in a separate account, and the expenses are documented and audited by the Election Administrator on a regular basis.

What Is TRF?

In 1977 TDU members set up the Teamster Rank and File Education and Legal Defense Foundation (TRF) to carry out the functions the name conveys. Although the two organizations share staff and office space, TDU and TRF funds are kept completely separate. The current Election Administrator, as well as Election Officers in each of the previous Teamster elections going back to 1991, has carefully investigated both TDU and TRF. Each time the Election Officer has categorically denied the old guard accusations that TDU and TRF are so-called alter egos or employer funded. (see P249-LU283-MGN [1991], P019-LU174-PNW[1995], and 2000 EAD 75 [2000]. Call TDU for more info.)

TRF is responsible for sponsoring educational events, as well as developing and publishing an informative array of literature for rank and file Teamsters, including handbooks on getting the most from the grievance procedure, basic legal rights of Teamster members, building rank and file power at UPS, how to run for local union office, and more.

Teamster members generously support TRF's educational mission. Additionally, TRF appeals to other unionists, friends of labor, and pro-labor institutions for support. Far from being "outside interference," this support is an expression of *solidarity* with rank and file Teamsters. Solidarity, for those old guard officials in need of a refresher course, is one of the bedrock principles upon which our labor movement was founded.

Some of this support comes from charitable foundations. These are organizations dedicated to helping grassroots organizations help people win more rights through such projects as voter registration drives and community organizing. These foundations have supported many labor projects, such as the National Interfaith Committee for Worker Justice, United Farm Workers, and more.

We are proud to accept support and solidarity from individuals and organizations who understand our movement's important role in building a strong, progressive labor movement. But the majority of our funding comes from Teamster members. Not a penny comes from any employer-related source, or from any multiple pension and severance plans, padded expense accounts, graft, employer kickbacks, ghost employees, embezzlement, or any other means that old guard Teamster officials might be all too familiar with!

The total combined budgets for both TDU and TRF for 1999 was some $601,983, or less than the combined salaries of James P. Hoffa, Tom Keegel, and Hoffa VP Phil Young. Of that amount, almost half, or $271,342, was spent on salaries and health insurance benefits for our staff of nine. That's less than Local 710 fat cat Frank Wsol bagged just for himself in 1999. The lowest staff salary is $23,500 per year, and the top salary is $27,500 per year.

Why do TDU's opponents claim that it is employer-funded?

This question gets to the heart of the big lie. According to the smear artists, TDU is employer-funded because TRF receives money from charitable foundations, which in turn own stock from various companies, in the form of mutual funds, bonds, etc.

A quick examination of this logic shows how ridiculous it really is. According to this logic, any Teamster member who owns stock would be "employer-funded"! Even better, any retiree who receives a Teamster pension would be employer-funded because they receive money from the pension fund, which in turn owns stock in various corporations.

By this logic, even the IBT would be employer-funded! A glance over the International's LM-2 form for 1999 shows holdings of $11,994,156.30 in common stock, $12,067,600.46 in corporate bonds, and $1,077,430.96 in mutual funds.

Neither TDU nor TRF hold any stock.

No employer has ever even offered to help TDU, which is dedicated to a strong, democratic Teamsters Union. Can you imagine why employers would want to fund the movement that historically has led the rejections of concessionary contracts? The movement that won majority rule to get stronger contracts, and the Right to Vote for top officers? The movement that pioneered the rank and file mobilization strategies that beat UPS in our 1997 strike?

Think about it. It is *illegal* for any Teamster employer to directly or indirectly fund TDU. If TDU did receive a penny of such illegal funding, don't you think all those lawyers on the old guard's payroll would haul us into court? And yet they never have. Because TDU is funded by Teamsters like you, without a penny from Teamster employers.

Over that same 25 years, think about how many old guard officials have been expelled from the union or convicted of taking money from Teamster employers, or embezzling members' money. The list is disgracefully long. And there we find another reason for the big lie campaign: to distract members' attention from the old guard's own corrupt practices.

Why do certain Teamster officials spread the big lie?

Because they are afraid. Not just of TDU, but of you. Afraid that you and other hard-working Teamsters will join together and continue the fight to bring democracy and reform to our great union. They can't stand on their record of weak contracts, fat officer-only perks, and coziness with management, so instead they lash out with crude distortions and baseless accusations.

They have good reason to be afraid. The Teamster reform movement is stronger than ever after 25 years. We remain committed to our goal of a strong, democratic Teamsters Union, and we will not rest until we reach our goal.

Teamsters Fund TDU ...

How About You?

TDU is 100 percent rank and file owned and operated. No employers. No fat cats. We rely on working Teamsters like you for the support we need to fund our movement for Teamster reform.

This year we need your support more than ever before. The Teamster convention and election will help shape the future of our union for years to come. We need a strong TDU to stand up to Hoffa and the old guard, and to defend and expand the democratic reforms we have won. Your pledge of support will help us do that.

To show your support for Teamster reform, just fill out the coupon below and mail it in with your contribution. All donations are completely confidential, and will be put to work immediately building and strengthening our movement.

Name _____ Local ____

Address _____

City _____ State ____ Zip _____

Donation enclosed $_____

Return to: TDU, Box 10128, Detroit, MI 48210